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ABSTRACT

This manual gives 1996-97 state salary levels as set by North Carolina for its public school employees. Definitions are given for each type of certified personnel, noncertified personnel, licensure class level, and for terms such as pay level, schedule, and school. Special provisions affecting salary are listed such as summer school and other teaching assignments, advanced degrees held, and salary adjustments for length of service. Specific salary amounts are listed for central office administrators, school-based administrators, teachers, and student support services, and for noncertified personnel. These tables show salary rates by length of service, schedule or pay level, and monthly salary with annual salary amounts. For noncertified personnel, salary ranges are provided. These noncertified personnel categories include child nutrition personnel, curriculum support staff, maintenance personnel, office support personnel, and transportation personnel. (JLS)

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Public School Personnel

1996-97
State Salary Schedule

North Carolina

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Adopted by the North Carolina State Board of Education

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North Carolina Public School Personnel
STATE SALARY SCHEDULE

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Section A

GENERAL PROVISIONS

I. Definitions for Licensed and Certified Personnel

A. Certified Personnel

Certified personnel are personnel employed in positions within job classifications that require professional licensure issued by the Division of Human Resource Management, Licensure Section, based on the completion of approved education program requirements as specified by the State Board of Education.

1. Superintendent

A superintendent is a person who is

- appointed by the local board of education in accordance with G.S. 115C-271, and
- verified by the State Board of Education as to their eligibility to serve.

This person must hold a

- superintendent's license (AS or DAS, license area 00011), and a
- principal's license (P, license area 00012) with an experience rating of P-01 or greater.

NOTE: The duties of a superintendent are defined in G.S. 115C-276.

2. Associate Superintendent

An associate superintendent is a person who is designated by a local board of education as next in line of authority to the superintendent.

This person must hold a

- superintendent's license (S, license area 00011), and one of the following:
- principal's license at the advanced level (AP, license area 00012), or
- a curriculum instructional specialist (supervisor) license at the advanced level (ASG, license area 00113).

Exceptions to these licensure requirements are outlined in "Section 4. Exceptions to License Requirements."

3. Assistant Superintendent

An assistant superintendent is a person who holds a

- superintendent's license (S, license area 00011),
 - principal's license (AP, license area 00012), or
-

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

3. Assistant Superintendent
(continued)

- curriculum instructional specialist's (supervisor) license (SG, license area 00113), and
- is designated by a local board of education that does not have an associate superintendent as being next in line of authority to the superintendent.

Exceptions to these licensure requirements are outlined below.

4. Exceptions to Licensure Requirements

The licensure requirements for associate superintendents, and assistant superintendents are not applicable for the following positions:

- Associate Superintendent for Personnel (6640-02-112)
- Assistant Superintendent for
 - Fiscal Management (budget code 6520-02-118),
 - Personnel Management (budget code 6640-02-118), or
 - Auxiliary Services (budget code 6590-02-118).

Education requirements

Those designated in these positions should hold at least one of the following:

- school administrator's degree,
- business degree,
- accounting degree, or
- a degree in a related field.

5. Supervisor, Director, or Coordinator

A supervisor, director, or coordinator is a person who

- is designated by the local board of education to work throughout the unit to provide leadership in improving programs, and quality of instruction, and
- holds a license appropriate to the area of assignment.

Continued on next page

1. Definitions for Licenses and Certified Personnel, Continued

6. Principal

A principal is a person who

- is designated by a local board of education as the head of a school
 - with 100 or more students in average daily membership (ADM), and/or
 - seven or more full-time state allotted teachers (or the equivalent), and
- holds a principal's license (P, AP or DAP, license area 00012).

NOTE: Principals cannot hold a provisional principal's license.

7. Assistant Principal

An assistant principal is a person who

- is designated by a local board of education as next in line of authority to the principal in a school, and
- holds a principal's license (P, AP or DAP, license area 00012).

NOTE: Assistant principals cannot hold a provisional principal's license.

8. Teacher

A teacher is a person who

- is designated to carry out the duties and responsibilities of the instructional process in the school, and
 - holds a license appropriate to the area of assignment.
-

9. Vocational teacher

A vocational teacher is a person who

- is employed to instruct in the areas of
 - vocational skill development,
 - prevocational/introductory, and/or
 - vocational development services, and
 - holds a license in a vocational area.
-

10. Student Support Services Personnel

Student support services personnel

- are designated to provide specialized assistance to students, and
 - hold an appropriate license for the area of assignment.
-

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

Positions

Included in the student support services personnel category are

- guidance counselors (license area 005),
 - school social workers (license area 006),
 - school psychologists (license area 026),
 - mentors (license area 008),
 - speech-language pathologists (license area 88082), and
 - audiologists (license area 88003).
-

**B.
Licensure
Class Levels**

The class level code corresponds to the educational level at which an individual has completed licensure requirements.

The codes on pages 5-6 indicate the level (or class) of licensure as determined by the Licensure Section.

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued**Below
Bachelor's
Level**

Licensure Code	License Area
V	Trade preparatory based on experience and academic preparation below the bachelor's level
PV	Provisional Vocational

Bachelor's Level

Licensure Code	License Area
A	Regular teaching area
PVA	Provisional Vocational
VA	Vocational
SWA	School Social Worker

Master's Level

Licensure Code	License Area
G	Regular teaching area
SG	Curriculum Support Specialist (Supervisor/Director)
VG	Vocational
P	Principal
CG	Counselor
SWG	School Social Worker

Continued on next page

I. Definitions for Licenses and Certified Personnel, Continued

Advanced (Sixth-year) Level

Licensure Code	Licensure Area
AG	Regular teaching area
ASG	Curriculum Support Specialist (Supervisor/Director)
AVG	Vocational
AP	Principal
ACG	Counselor
AWG	School Social Worker
AS	Superintendent

Doctoral Level

Licensure Code	Licensure Area
DG	Regular teaching area
DSG	Supervisor/Director
DVG	Vocational
DAP	Principal
DCG	Counselor
DWG	School Social Worker
DAS	Superintendent

C. Other Certified Personnel

Personnel employed in positions within job classifications which require professional certification as prescribed by the State Board of Education.

These positions are **not** required to complete

- an approved education program, or
- achieve a specified minimum score on the National Teachers Examination.

Continued on next page

General Provisions

I. Definitions for Licensed and Certified Personnel, Continued

**1. School
Finance Officer
(SFO I)**

A person who

- was in the position as of June 30, 1986, and
 - does not meet the minimum requirement for the SFO II certification.
-

**2. School
Business
Administrator
(SFO II)**

A person who has met the minimum State Board of Education approved requirements as outlined in the Professional Certification Program for North Carolina School Finance Officers manual.

**3. Child
Nutrition
Director II**

Any Child Nutrition Director who

- has been satisfactorily performing in that position since on or before June 30, 1992, and
- meets the minimum requirements for the position as prescribed in the professional certification program for Child Nutrition Director

will be certified as a Child Nutrition Director II upon recommendation by the local superintendent, and approval of the State Board of Education.

4. School Nurse

As of July 1, 1993, all newly employed school nurses are required to be certified by

- the American Nurses' Association (ANA), or
 - the National Association of School Nurses (NASN).
-

**Employment of
school nurses
not holding
national
certification**

Local education agencies may employ, if necessary, uncertified nurses; however, they must be hired with the stipulation that they become nationally certified within three years of their hire date.

Rule: Until national certification is attained, their salary shall be assigned according to the noncertified nurse schedule in section F, page 67.

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

**Prerequisites
for school
nursing
national
certification**

Association	Initial Certification Requirements
American Nurses' Association (ANA)	1. Current license as a registered nurse in the U.S., and 2. Baccalaureate or higher degree in nursing or in another field, if first licensed before 1993, or baccalaureate or higher degree in nursing if first licensed after 1993, and 3. Have completed 15 semester credit hours of college/university course work with a minimum of 2 semester credit hours in each of the following • school and/or community health nursing, • growth and development, • basic introduction to the education system, • human and intercultural relations (Examples: sociology, psychology), and • children with special needs, and 4. Have completed a minimum of 200 hours in a supervised college/university sponsored internship or practicum in school nursing, or completed a minimum of 3,600 hours (with an active nursing license) in school nursing practice, education supervision, or direction of other persons engaged in school nursing within the past 3 years. A combination of practicum hours and school nursing experience that totals a minimum of 3,600 hours is acceptable. Fifty hours of practicum is equal to 900 hours of work experience.
National Association of School Nurses (NASN)	1. Current license as a registered nurse in the U.S. 2. Have a baccalaureate degree or higher 3. Three years of experience in school nursing practice is recommended.

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

For additional information The American Nurses Credentialing Center
600 Maryland Avenue, SW
Suite 100 West
Washington, DC 20024
202/651-7000

National Association of School Nurses
NBCSN Inc.
Professional Testing Corporation
1211 Avenue of the Americas
15th Floor
New York, NY 10036
212/581-2211

D. Noncertified Personnel Personnel in positions within job classifications which do not require a professional license issued by the Division of Human Resource Management, Licensure Section.

NOTE: Recommended new class specifications for Noncertified Public School Employees were adopted by the State Board of Education, effective July 1, 1996. If you need a copy of this document, please contact the Division of Human Resource Management, School Personnel Support Section, at the Department of Public Instruction.

II. Other Definitions

A. Administrator A person employed by the State of North Carolina to work in an administrative position in a North Carolina Public School System.

He or she must meet the employment or licensure criteria required by the State Board of Education for the specific administrative assignment.

There are two types of administrators: school based and central office.

- School Based Administrators are
 - principals, and
 - assistant principals.
- Central Office Administrators are
 - superintendents,
 - associate superintendents,
 - assistant superintendents,
 - supervisors,
 - directors,
 - coordinators,
 - school business administrators, and
 - school finance officers.

B. Educator An educator is a person

- licensed by the Division of Human Resource Management, Licensure Section, and
- employed in a North Carolina school system in one or more of the following positions:
 - superintendent,
 - associate superintendent,
 - assistant superintendent,
 - supervisor,
 - director,
 - coordinator,

Continued on next page

II. Other Definitions, Continued

**B. Educator
(continued)**

- principal,
 - assistant principal,
 - school psychologist,

 - teacher,
 - student support services personnel
 - guidance counselors,
 - school social workers,
 - school psychologists,
 - mentors,
 - speech-language pathologists, and
 - audiologists
-

**C.
Classification**

A classification is a category for a particular position referring to levels of

- responsibility

Example: Principals are classified based on the number of state-funded teachers, and student support services personnel at their school.

- occupational group, or

Example: Office support personnel are classified under an office support personnel category according to the type of work they perform.

- type of license/educational level.

Example: Classroom teachers are classified based on their educational level ("A" for bachelor's degree, "G" for a master's degree).

D. Position

The category in which a public school employee is

- licensed, and
 - employed.
-

Examples

These categories include such positions as:

- teachers,
 - principals, and
 - superintendents
-

Continued on next page

II. Other Definitions, Continued

E. Pay Level

A level between 1-44 which corresponds to a school based administrator's

- monthly, or
- annual salary (not including salary supplements)

based on the individual's

- position, and
 - classification.
-

F. Schedule

A schedule is a numerical indicator preceding the pay level assignment which designates the specific salary schedule from which the employee is paid.

Principals and assistant principals are designated as Schedule 0. Superintendents are designated as Schedule 1. Associate and assistant superintendents, directors, supervisors, coordinators, and finance officers are designated as Schedule 2.

The school psychologist's and speech-language pathologist's salary schedule is designated as Schedule 3, differentiating it from the teacher schedules (A and G).

G. Regular Work

Ongoing daily or weekly responsibilities as opposed to short-term or one-time tasks.

H. School

An organizational subdivision of a school system

- consisting of a group of students composed of one or more grade groups,
- organized as one unit with an assigned principal or person acting in the capacity of principal, and
- housed in a school plant of one or more buildings,

which provides instruction of the type defined in the North Carolina Standard Course of Study.

Continued on next page

III. Source Of Funds

**A.
Noncertified
Employees
paid from
state funds**

Each local board of education shall

- examine the duties and responsibilities of all noncertified personnel in its employment whose salaries are paid from state funds (in whole or in part),
- classify noncertified personnel on the basis of the job evaluation descriptions established by the State Board of Education, and
- pay these employees in accordance with the state salary ranges for noncertified personnel.

NOTE: Recommended new class specifications for Noncertified Public School Employees were adopted by the State Board of Education, effective July 1, 1996. If you need a copy of this document, please contact the Division of Human Resource Management, School Personnel Support Section, at the Department of Public Instruction.

**Noncertified
average
salaries/State
allotment**

By the end of the third payroll period of the 1996-97 fiscal year, local boards of education shall place state-allotted

- office support personnel,
- teacher assistants, and
- custodial personnel

on the salary schedule adopted by the State Board of Education so that the average salary paid is the State-allotted amount for the category.

Compliance: See Special Provision V. B, page 21 for 1996-97 compliance standards.

**B. Employees
paid from local
or federal
funds**

The local board of education shall

- have full authority to establish the salary of its locally and federally paid employees, and
 - not be bound by rules and regulations established for state employees,
-

Continued on next page

III. Source of Funds, Continued

-
- | | |
|--|--|
| B. Employees paid from local or federal funds (continued) | <i>Only If</i> they have adopted a local salary schedule that recognizes a difference in salaries based on variations in <ul style="list-style-type: none">● duties,● training,● experience,● professional fitness, and● continued service in the same school. |
|--|--|

If a local schedule is not adopted	If a local salary schedule is not adopted, the state salary schedule shall be in force.
---	---

- | | |
|--|--|
| C. State/Local responsibilities | The state's responsibility for a position paid from state funds ceases at the end of the last work day of actual employment. |
|--|--|

The only salary benefit from state funds beyond that day shall be

- payment of accumulated annual leave not to exceed 30 days, and
- that portion of any longevity pay due the employee.

When a local education agency releases an employee from employment, the local education agency shall assume full responsibility for any additional pay that is negotiated between the local education agency and the employee.

Section B

SPECIAL PROVISIONS

I. Other Teaching Assignments

A. Summer School

1. Summer School Lead Teacher Positions

Teachers who are assigned to work as the lead teacher (budget code: 5200-69-123) for summer school programs will receive a salary increase of two experience increments above their salary certified during the regular school term based on years of experience.

This special salary assignment is applicable for the summer school program only.

Teachers who have been credited with 28 or greater years of experience will receive an increase of four percent (4%) above their base certified salary.

2. Teacher reassigned to site supervisor

Teachers reassigned to work as a site supervisor (budget code: 6210-02-113) during the summer school period shall be assigned to a School Administrator I - VII category by the local board of education.

Salary determination will be made by the local board of education within the salary range which corresponds to the School Administrator assignment.

3. Assistant principals

Assistant principals who serve

- in the same capacity, or
- as lead teachers

during the summer school period will receive the same salary for the summer school assignment as they received during the regular school term.

Salaries for teachers assigned to assistant principal positions will be determined by placement on the assistant principal salary schedule.

Continued on next page

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I. Other Training Assignments, Continued

- B. Consultant** Teachers assigned to work with the Department of Public Instruction (DPI) under a statewide consulting basis during the 1996-97 school year are to be paid three (3) experience steps (a 6% increase) above their certified salary for the length of their assignment at DPI.

Teachers with twenty-seven (27) years or more of experience are to be paid six percent (6%) above their base pay.

C. ROTC Instructors

1. How is experience determined?

The beginning state teaching license for ROTC instructors will be leveled at zero years of experience unless they have previous teaching experience.

Credit will be given for teaching years of experience in the public schools on a year-for-year basis.

2. Military contract requires salary equivalent to active duty pay

The military contracts with local education agencies for the Junior ROTC programs require that ROTC instructors be compensated at their military active duty pay level.

The formula for determining the salary is as follows:

(1) Active Duty Pay - Military Retirement = Difference to be compensated

(2) Difference to be compensated =

- 50% paid from
 - LEA local funds, or
 - State funding from identified state allotted teaching position, and
- 50% paid by Military.

3. Use of state allotted teaching position for ROTC instructor

State regulations permit

- identification of a state allotted teaching position (no additional positions are provided and no vocational education funds can be used), and
- use of that position to pay a Junior ROTC instructor; provided the LEA employs another teaching position using local funds to replace the use of the state allotted position.

Continued on next page

I. Other Teaching Assignments, Continued

D. Interim Teachers

1. When can an interim teacher be employed? When a vacancy in a teaching position occurs by

- separation,
- leave without pay, or
- absence by injury caused by an episode of violence in the schools, an interim teacher may be employed.

Leave without pay includes:

- placement on Disability Income Plan, or
- Worker's Compensation.

2. Serving for More Than 10 Days

If the interim teacher is serving more than ten consecutive teaching days, the employee shall be paid for the entire time employed on the basis of their certified rating established through the Operating School Budget For Instructional Personnel (408A).

Upon request of the interim teacher, he/she may be paid on the basis of a substitute teacher's pay instead of being paid on the basis of their certified rating.

If a noncertified teacher is employed for more than ten days, refer to the Financial Policy and Procedures Manual for Local Education Agencies for regulations regarding interim assignments and payroll indicator requirements.

3. "Permanent" Status

The interim teacher will be paid in accordance with his or her licensure level and experience, and accorded all benefits due to a permanent employee if determined to be permanent, as defined in the Employee Benefits Manual.

E. Noncertified Instructional Personnel

If employed in a temporary position requiring a license, a noncertified person shall be paid as a substitute teacher.

Continued on next page

I. Other Teaching Assignments, Continued

1. Substitute Teachers

Substitute teachers are paid according to substitute teacher regulations as outlined in the North Carolina Public Schools Allotments Policy Manual.

NOTE: Any teacher assistants serving as substitute teachers are to be paid at the daily rate for A-0 teachers.

F. Driver Training Teachers

The workday for driver training teachers who hold teaching licenses will be the same as for all other certified teachers as established by local boards of education.

II. Advanced Degrees

A. Effective date for salary purposes when degree earned above the bachelor's level

The effective date for degrees above the bachelor's level earned

- on or after April 1 of the school year, will become effective for salary purposes July 1 of the upcoming school year, or
 - when earned prior to April 1 of a school year, will receive a salary adjustment in accordance with salary schedule for "G" classroom teachers effective with the first day of the pay period which begins in the same month as the license effective date.
-

B. Monthly supplement for teachers with earned advanced degrees

Teachers earning an advanced or doctoral license prior to April 1 of a school year in the area of

- teaching,
- student support services, or
- curriculum instructional specialist (supervision),

shall be paid an additional monthly supplement as indicated on the state salary schedule for "G" classroom teachers effective with the first day of the pay period which begins in the same month as the license effective date.

Continued on next page

Special Provisions

I. Advanced Degrees, Continued

**C. Monthly
advanced
degree
supplement
for
administrators**

An administrator who, prior to April 1 of a school year, earns

- an advanced, or
- doctoral license

will receive an additional monthly supplement, as indicated on the applicable salary schedule, effective with the first day of the pay period which begins in the same month as the license effective date.

**D. Effective
date examples**

Example: Pay period runs 12/14 through 1/13. Effective date of doctorate is 12/17. Pay increase begins 12/14.

If the effective date of the doctorate was 12/3, pay increase would still begin on 12/14.

III. Salary Adjustments

A. Additional years of service	Retroactive salary adjustments for receiving additional years of service not previously credited to an educator's certificate will be granted effective July 1 of the current school year.
---------------------------------------	--

Rule: Adjustments for more than a 12 month period	Retroactive pay for the 12 months prior to July 1 of the current school year may be granted with special permission from the School Business Division, Salary Administration Section. However, <u>under no circumstances</u> will a retroactive adjustment be granted for a period of more than 12 months prior to July 1 of the current school year.
--	---

B. If correction is due to LEA failing to submit complete information	If it is determined that a retroactive salary adjustment is the result of a local education agency failing to submit ● complete, or ● the required payroll data the local education agency becomes financially responsible for any salary adjustment due.
--	---

IV. Provisional Licenses

A. Failing to meet requirements for continuing provisional license	When an educator fails to meet the educational requirements for continuing a provisional license, this results in an expired license. Reinstatement of licensure by removal of provisional areas from the initial license may result in ● ineligibility to service in the specific capacity, and ● reduction to a lower pay level
---	---

V. Noncertified Personnel

A. Computing hourly rate of pay for non-exempt employees Compute the hourly rate of pay for non-exempt employees using the following calculations:

Step	Calculation
1	Monthly Salary x 12 = Annual Salary
2	Annual Salary ÷ 52 = Weekly Salary
3	Weekly Salary ÷ 40 = Hourly Rate

B. Average Salary/State allotment compliance

Prior to the end of the third pay period of the 1996-97 fiscal year, local boards of education must place the following state funded positions:

- office support personnel (object codes, 151 and 159)
- teacher assistants, and (object code, 142)
- custodian personnel (object code, 173)

on the state salary schedule at a rate of pay such that the average salary paid for each personnel classification is at least 98% of the state allotted amounts.

In placing these employees on the salary schedule, local boards will consider each employee's:

- education,
- training, and
- experience.

C. Bus Drivers: Average hourly rate

For the 1996-97 school year, LEAs have no average salary requirements for bus drivers.

VI. Overtime Pay Determinations

A. Overtime Policy

1. Federal Law As of April 15, 1986, overtime compensation must be provided to employees determined to be nonexempt on the basis of U.S. Department of Labor Regulations, (Code of Federal Regulations, Chapter 29, Part 541) and other U.S. Department of Labor publications.

2. Types of overtime compensation Public schools may provide this compensation in either of two forms:

- overtime pay at the rate of one and one-half times the regular rate of pay for all hours in excess of 40 hours in a workweek; or
- compensatory time off at a rate of one and one-half hours for each hour worked in excess of 40 hours in a regular workweek.

3. Who decides how to compensate? The decision to provide either overtime pay or compensatory time off rests with the local board of education. The local board of education may establish policies as to

- the number of hours allowed to be accumulated, and
- the time frame in which these hours shall be taken.

Rule: Local board policies cannot violate the Fair Labor Standards Act (FLSA).

4. Determining exempt status The determination of exempt status for employees occupying positions which do not require licensure depends on

- the duties of the position, and
- the employee's actual work.

All employees occupying positions requiring an educator's license and some others occupying positions without licensure requirements are exempt from the FLSA, and are not subject to the overtime provisions.

Continued on next page

VI. Overtime Pay Determinations, Continued

5. Local responsibility

Exemption determinations must be made at the local level.

6. FLSA Definitions

a. Salary

- An employee's salary includes:
 - the amount of compensation to which the employee is entitled during the year from the salary schedule
 - the amount of longevity pay, if any, to which the employee is entitled during the year
 - the amount of local supplement, if applicable, to which the employee is entitled during the school year.

b. Workweek

The workweek is a fixed and regularly recurring period of 168 hours - seven consecutive 24-hour periods.

A non-exempt employee is entitled to overtime at time and one-half for all hours worked over 40 in a workweek.

c. Employee's Regular Workweek

For a non-exempt employee, the employee's regular workweek is the period of time (hours) for which the salary is intended to provide compensation.

Continued on next page

VI. Overtime Pay Determinations, Continued

**7. State does
not provide
overtime funds**

The state does not provide additional funds to pay overtime.

If overtime occurs and money is not available in the state allotment from which the employee is paid, it must be paid from local fund sources.

**8. If regular
workweek
includes paid
leave days**

If the regular workweek includes any pay for

- holiday,
- vacation, or
- sick leave

the employee must work in excess of 40 hours excluding these days to receive overtime pay.

B. Calculating Overtime Pay

**1. Calculating
gross pay
including
overtime for
noncertified
staff**

All monthly salaries shown in the noncertified section of the state salary schedule are based on a standard workweek of 40 hours.

Exception for Teacher Assistants: The standard workweek for teacher assistants is established by the local board of education.

**Calculating
overtime pay**

Step	Calculation
1	monthly salary x 12 = annual salary
2	annual salary ÷ 52 = weekly salary
3	weekly salary ÷ hours in regular workweek = hourly rate
4	Determine the number of hours worked during the work- week in excess of 40.
5	hourly rate x hours worked over 40 x 1.5 = overtime pay
6	weekly salary + overtime pay = total gross wages due

Continued on next page

VI. Overtime Pay Determinations, Continued

**Regular
workweek less
than 40 hours?**

If an employee's regular workweek is less than 40 hours, the employee is not entitled to overtime pay until hours worked exceed 40.

Hours worked do not include any pay for

- holiday,
- vacation, or
- sick leave.

**2. Calculation
of overtime pay
when employed
in more than
one position**

When a noncertified person is employed

- in two or more positions having different rates of pay, and
- the total hours worked in the workweek exceeds 40

follow the procedures outlined in the Financial Policy and Procedures Manual for Local Education Agencies.

**Prorate
overtime to
budget codes for
each position**

Allocation of overtime pay at time and one-half must be prorated to the overtime budget codes for each position's respective allotment. Follow the procedures outlined in the Financial Policy and Procedures Manual for Local Education Agencies.

Section C

Central Office Administrators

I. Salary Determinations

**A. Using
1996-97
Salary Ranges**

The salary ranges for superintendents and central office administrators (see pages 31-32) become effective on September 1, 1996. For the period between July 1, 1996, and August 31, 1996, superintendents and other central office administrators are to be paid from state funds at the same monthly amount they were paid from state funds at the end of the 1995-96 school year.

**B.
Superinten-
dent**

**1. ADM
determines pay**

Superintendents are paid within salary ranges determined by the ADM of the local education agency to which they are assigned.

ADM is based on the higher of

- the best one of the first two months projected ADM, or
- the best one of the first two months prior year actual.

Placement within the ADM salary ranges is determined by the local boards of education.

NOTE: The range maximums do not include advanced or doctoral supplements.

**2. Advanced
degree
supplement**

A person holding an

- advanced superintendent's, "AS," license, or
- doctorate superintendent's, "DAS," license

shall be paid an additional monthly supplement as noted on the state salary schedule for superintendents.

Continued on next page

I. Salary Determinations, Continued

3. 101 Rule no longer valid

Effective July 1, 1993, the state requirement that the superintendent of each local education agency will be compensated at an amount that is at least one percent (1%) greater than the highest paid principal in that same unit Is No Longer Valid.

However, superintendents whose salaries were established under this provision during the 1992-93 school year will continue to have their salary established based on this provision

- for as long as they are employed as superintendent of the local education agency in which they were employed during 1992-93, and
- as long as there is a principal employed in that LEA whose salary exceeds that of the current superintendent.

NOTE: Each local education agency will be responsible for assigning its superintendent's salary. For assistance with the 101 Rule, please contact the School Business Division, Salary Administration Section.

**C.
Associate/
Assistant
Superinten-
dent**

1. Paid within pay ranges

The following positions shall be assigned to a category School Administrator I - VII by the local board of education.

- Associate and assistant superintendents in positions that require professional licensure issued by the Division of Human Resource Management, Licensure Section, and the
- Associate Superintendents for Personnel, and the
- Assistant Superintendents for
 - Fiscal Management,
 - Personnel Management, and
 - Auxiliary Services.

Continued on next page

I. Salary Determinations, Continued

-
- | | |
|--|--|
| 1. Paid within
pay ranges
(continued) | Salary determination shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment. |
|--|--|

NOTE: The range maximums do not include advanced or doctoral supplements.

**2. Advanced
Degree
Supplement**

A person holding the following licenses:

- advanced principal (AP, license code 00012),
- advanced curriculum instruction specialist/supervisor (ASG, license area 00113),
- advanced superintendent (AS, license area 00011)
- doctoral degrees (DAP, DSG, or DAS)

shall be paid an additional monthly supplement as noted on the salary schedule for central office administrators.

**D.
Supervisors,
Directors,
Coordinators,
and Finance
Officers**

**1. Paid within
School
Administrator
Pay Range**

The following positions shall be assigned to a category School Administrator I - VII by the local board of education.

- Supervisors, directors, coordinators, in positions that require professional licensure issued by the Division of Human Resource Management, Licensure Section, and
- All finance officers.

Salary determination shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.

NOTE: The range maximums do not include advanced or doctoral supplements.

Continued on next page

I. Salary Determinations, Continued

2. Advanced Degree Supplement

A person holding in the area or subject supervised an

- advanced supervisor's license "ASG, " or
- advanced supervisor's license, and an earned doctorate "DSG"

shall be paid an additional monthly supplement as noted on the state salary schedule for central office administrators.

3. Noncertified Supervisors and Directors

The following noncertified supervisor and director positions shall be paid within the ranges on the appropriate **noncertified salary schedules**.

- Maintenance Personnel
 - Carpenter Supervisor
 - Custodian Supervisor
 - Electrician Supervisor I - II
 - Floor Maintenance Supervisor
 - Grounds Supervisor I - II
 - HVAC Supervisor
 - Maintenance Director/Supervisor I-X
 - Child Nutrition Personnel
 - Child Nutrition Supervisor
 - Child Nutrition Director I
 - Child Nutrition Director II
 - Transportation Personnel
 - Supervisor
 - Transportation Director
-

4. Licensure requirements for general administration

A supervisor/director for general administration of specific educational programs may hold a school administrator "P" license as a requirement for salary licensure, in place of the "SG" (supervisor/director) license.

A supplement will be paid for an

- advanced principal's "AP," or
 - doctoral "DAP" license.
-

Continued on next page

I. Salary Determinations, Continued

**E. Daily Rates
for Central
Office
Personnel**

Daily rates for central office personnel are calculated as follows:

- $\text{monthly salary (with supplement)} \div \text{number of days in the month (28, 29, 30, or 31)} = \text{daily rate of pay.}$
-

II. Central Office Administration Salary Schedules
ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS,
DIRECTORS, SUPERVISORS, COORDINATORS,
AND FINANCE OFFICERS

Classification	Minimum Monthly Salary	Maximum Monthly Salary
School Administrator I	\$2,818	\$4,533
School Administrator II	2,991	4,811
School Administrator III	3,174	5,106
School Administrator IV	3,302	5,313
School Administrator V	3,435	5,528
School Administrator VI	3,645	5,867
School Administrator VII	3,792	6,104

NOTES:

1. Please see pages 27 through 28 for a complete listing of positions included in these ranges.
2. Salary determinations shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.
3. ADD \$126 per month for an appropriate advanced license.
4. ADD \$253 per month for an appropriate advanced license and an earned doctorate.
5. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.
6. The salary ranges for superintendents and central office administrators become effective on September 1, 1996. For the period between July 1, 1996, and August 31, 1996, superintendents and other central office administrators are to be paid from state funds at the same monthly amount they were paid from state funds at the end of the 1995-96 school year.

III. SUPERINTENDENTS

Classification	Minimum Monthly Salary	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	\$4,025	\$6,478
Superintendent II (2,501 - 5,000 ADM)	4,272	6,874
Superintendent III (5,001 - 10,000 ADM)	4,533	7,295
Superintendent IV (10,001 - 25,000 ADM)	4,811	7,741
Superintendent V (Over 25,000 ADM)	5,106	8,215

NOTES:

1. Salary Assignment: Superintendents are paid within salary ranges determined by the ADM of the local education agency (LEA) to which they are assigned. ADM is based on the higher of the best one of the first two months projected ADM, or the best one of the first two months prior year actual. Placement within the ADM salary ranges is determined by the local board of education.
2. This salary schedule is effective September 1, 1996.
3. ADD \$126 per month for an advanced superintendent's certificate (AS)
4. ADD \$253 per month for an advanced superintendent's certificate based on an earned doctorate degree (DAS)
5. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.
6. The salary ranges for superintendents and central office administrators become effective on September 1, 1996. For the period between July 1, 1996 and August 31, 1996, superintendents and other central office administrators are to be paid from state funds at the same monthly amount they were paid from state funds at the end of the 1995-96 school year.

Section D

School Based Administrators

I. Salary Determinations

A. Using 1996-97 Salary Schedules The years of experience salary schedules for assistant principals and principals (see pages 37-45) become effective on September 1, 1996.

Eleven and twelve month assistant principals and all principals will be paid from the 1995-96 salary schedules based on their 1995-96 years of experience for service between July 1, 1996, through August 31, 1996.

B. Principals

1. Salary based on state allotted teachers and years of experience Principals are paid according to

- the number of state allotted teachers, including the assistant principal, employed at the specific school, and
- their total years of experience in education including
 - the number of years on their teaching license, and
 - an additional year of credit is given for every three years on the educator's principal license.

a. Determining teacher count The salaries of principals are established based on the number of state allotted teaching positions, including the assistant principal assigned to a school. The principal position is not counted.

School count based on: Each specific school is assigned a teacher count based on the number of teachers who serve for one-half (5 months) or more of the school year.

Rounding: If the inclusion of part-time positions caused the total state allotted teacher count to fall between consecutive whole numbers, the teacher count is rounded to the nearest whole number. Fifty percent or greater is rounded up.

Continued on next page

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I. Salary Determinations, Continued

Example: Round to the nearest whole number	If the state allotted teacher count is 11.5, the principal's salary shall be based on 12 teaching positions.
---	--

b. State allotted teachers defined	<u>State allotted</u> teachers refer specifically to the teachers, student support services personnel, and the assistant principal employed from the State Public School Fund allotment.
---	--

c. Additional credit for principal experience	<u>No rounding</u> is used when giving additional years of credit for principal experience.
--	---

Example	8 Years of experience on "P" license $\div 3 = 2.66$ 2.66 equals 2.00
----------------	--

Years on principal license must be verified	The number of years on the principal license <u>must be verified</u> through the Licensure Section of the Division of Human Resource Management.
--	--

2. Principal advanced degree supplement	A person holding an ● advanced principal's license "AP," or ● an earned doctorate degree "DAP"
--	--

shall be paid an additional monthly supplement as noted on the state salary schedule for principals.

Continued on next page

I. Salary Determinations, Continued

C. Building principal

Schools with less than seven but more than two full time state allotted teachers must use a teaching position as principal of that school. This position is called a **building principal**.

A teacher employed as a building principal according to this regulation shall be paid:

- at the appropriate pay level within the 0-10 teacher classification as indicated on the salary schedule for principals,
- based upon total years of experience on their teacher's license, with no extra credit for years on their principal's license,
- at the scheduled monthly rate of pay for ten months.

Notify Salary Administration

The Salary Administration Section must be notified in writing with the name and social security number of the teacher designated as the building principal.

1. Experience Credit

Experience as a building principal is not added to the "P," principal license.

2. Budget Code

Building principals are coded 5100-01-121.

3. Building Principal advanced degree supplement

A person holding an

- advanced principal's license "AP,"
- advanced teacher's license "AG,"
- advanced curriculum instructional specialist's (director) license "ASG," or
- an earned doctorate "DAP", " DG" or "DSG" for the above

shall be paid an additional monthly supplement as noted on the state salary schedule for principals with 0-10 teachers.

Continued on next page

I. Salary Determinations, Continued

D. Assistant Principals

1. Salary is based on years of experience

Assistant principals are paid on the state salary schedule for assistant principals according to the total number of years on their teaching license.

NOTE: An additional year of credit is NOT given for every three years on the educators' principal license.

2. Experience Credit

Experience as an assistant principal is not credited to the "P" (principal) license.

3. Advanced degree supplement for assistant principal

A person holding an

- advanced principal's license "AP," or
- advanced principal's license, and an earned doctorate degree "DAP"

shall be paid an additional monthly supplement as noted on the state salary schedule for assistant principals.

E. Held harmless school based administrators

Except when reassigned to a higher or lower principal classification, the state salary of a principal or assistant principal shall not be less for the 1996-97 fiscal year than it was for the 1993-94 fiscal year solely as a result of placement on the salary schedule for 1996-97.

F. Transfers to lower positions in merged systems

The rate of state pay for a principal who is transferred to a

- principal's position, in a
- school with fewer state-allotted teachers, and
- within a school system that has been created, or will be created, by merger,

will not be reduced for one calendar year following the date of the merger.

II. ASSISTANT PRINCIPAL

Years of Experience	Schedule/ Pay Level	Monthly Salary	10 Mo. Salary
0-4	0-1	\$2,576	\$25,760
5	0-2	2,627	26,270
6	0-3	2,680	26,800
7	0-4	2,734	27,340
8	0-5	2,789	27,890
9	0-6	2,845	28,450
10	0-7	2,902	29,020
11	0-8	2,960	29,600
12	0-9	3,019	30,190
13	0-10	3,079	30,790
14	0-11	3,141	31,410
15	0-12	3,204	32,040
16	0-13	3,268	32,680
17	0-14	3,333	33,330
18	0-15	3,400	34,000
19	0-16	3,468	34,680
20	0-17	3,537	35,370
21	0-18	3,608	36,080
22	0-19	3,680	36,800
23	0-20	3,754	37,540
24	0-21	3,829	38,290
25	0-22	3,906	39,060
26	0-23	3,984	39,840
27	0-24	4,064	40,640
28	0-25	4,145	41,450
29	0-26	4,228	42,280
30	0-27	4,313	43,130
31+	0-28	4,399	43,990

NOTES:

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for assistant principals becomes effective on September 1, 1996.

Eleven and twelve month assistant principals will be paid from the 1995-96 salary schedules based on their 1995-96 years of experience for working between July 1, 1996, through August 31, 1996.

III. Principal Salary Schedules**PRINCIPAL I**

0-10 Teachers

Combined Years of Experience	Schedule/ Pay Level	Monthly Salary	12 Mo. Salary
0-8	0-5	\$2,789	\$33,468
9	0-6	2,845	34,140
10	0-7	2,902	34,824
11	0-8	2,960	35,520
12	0-9	3,019	36,228
13	0-10	3,079	36,948
14	0-11	3,141	37,692
15	0-12	3,204	38,448
16	0-13	3,268	39,216
17	0-14	3,333	39,996
18	0-15	3,400	40,800
19	0-16	3,468	41,616
20	0-17	3,537	42,444
21	0-18	3,608	43,296
22	0-19	3,680	44,160
23	0-20	3,754	45,048
24	0-21	3,829	45,948
25	0-22	3,906	46,872
26	0-23	3,984	47,808
27	0-24	4,064	48,768
28	0-25	4,145	49,740
29	0-26	4,228	50,736
30	0-27	4,313	51,756
31	0-28	4,399	52,788
32+	0-29	4,487	53,844

NOTES:

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

III. Principal Salary Schedules**PRINCIPAL II**

11-21 Teachers

<u>Combined Years of Experience</u>	<u>Schedule/ Pay Level</u>	<u>Monthly Salary</u>	<u>12 Mo. Salary</u>
0-10	0-8	\$2,960	\$35,520
11	0-9	3,019	36,228
12	0-10	3,079	36,948
13	0-11	3,141	37,692
14	0-12	3,204	38,448
15	0-13	3,268	39,216
16	0-14	3,333	39,996
17	0-15	3,400	40,800
18	0-16	3,468	41,616
19	0-17	3,537	42,444
20	0-18	3,608	43,296
21	0-19	3,680	44,160
22	0-20	3,754	45,048
23	0-21	3,829	45,948
24	0-22	3,906	46,872
25	0-23	3,984	47,808
26	0-24	4,064	48,768
27	0-25	4,145	49,740
28	0-26	4,228	50,736
29	0-27	4,313	51,756
30	0-28	4,399	52,788
31	0-29	4,487	53,844
32	0-30	4,577	54,924
33	0-31	4,669	56,028
34+	0-32	4,762	57,144

NOTES:

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

III. Principal Salary Schedules**PRINCIPAL III**

22-32 Teachers

<u>Combined Years of Experience</u>	<u>Schedule/ Pay Level</u>	<u>Monthly Salary</u>	<u>12 Mo. Salary</u>
0-12	0-11	\$3,141	\$37,692
13	0-12	3,204	38,448
14	0-13	3,268	39,216
15	0-14	3,333	39,996
16	0-15	3,400	40,800
17	0-16	3,468	41,616
18	0-17	3,537	42,444
19	0-18	3,608	43,296
20	0-19	3,680	44,160
21	0-20	3,754	45,048
22	0-21	3,829	45,948
23	0-22	3,906	46,872
24	0-23	3,984	47,808
25	0-24	4,064	48,768
26	0-25	4,145	49,740
27	0-26	4,228	50,736
28	0-27	4,313	51,756
29	0-28	4,399	52,788
30	0-29	4,487	53,844
31	0-30	4,577	54,924
32	0-31	4,669	56,028
33	0-32	4,762	57,144
34	0-33	4,857	58,284
35	0-34	4,954	59,448
36+	0-35	5,053	60,636

NOTES:

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

III. Principal Salary Schedules**PRINCIPAL IV**

33-43 Teachers

<u>Combined Years of Experience</u>	<u>Schedule/ Pay Level</u>	<u>Monthly Salary</u>	<u>12 Mo. Salary</u>
0-13	0-13	\$3,268	\$39,216
14	0-14	3,333	39,996
15	0-15	3,400	40,800
16	0-16	3,468	41,616
17	0-17	3,537	42,444
18	0-18	3,608	43,296
19	0-19	3,680	44,160
20	0-20	3,754	45,048
21	0-21	3,829	45,948
22	0-22	3,906	46,872
23	0-23	3,984	47,808
24	0-24	4,064	48,768
25	0-25	4,145	49,740
26	0-26	4,228	50,736
27	0-27	4,313	51,756
28	0-28	4,399	52,788
29	0-29	4,487	53,844
30	0-30	4,577	54,924
31	0-31	4,669	56,028
32	0-32	4,762	57,144
33	0-33	4,857	58,284
34	0-34	4,954	59,448
35	0-35	5,053	60,636
36	0-36	5,154	61,848
37+	0-37	5,257	63,084

NOTES:

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

III. Principal Salary Schedules**PRINCIPAL V**

44-54 Teachers

Combined Years of Experience	Schedule/ Pay Level	Monthly Salary	12 Mo. Salary
0-14	0-15	\$3,400	\$40,800
15	0-16	3,468	41,616
16	0-17	3,537	42,444
17	0-18	3,608	43,296
18	0-19	3,680	44,160
19	0-20	3,754	45,048
20	0-21	3,829	45,948
21	0-22	3,906	46,872
22	0-23	3,984	47,808
23	0-24	4,064	48,768
24	0-25	4,145	49,740
25	0-26	4,228	50,736
26	0-27	4,313	51,756
27	0-28	4,399	52,788
28	0-29	4,487	53,844
29	0-30	4,577	54,924
30	0-31	4,669	56,028
31	0-32	4,762	57,144
32	0-33	4,857	58,284
33	0-34	4,954	59,448
34	0-35	5,053	60,636
35	0-36	5,154	61,848
36	0-37	5,257	63,084
37	0-38	5,362	64,344
38+	0-39	5,469	65,628

NOTES:

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

III. Principal Salary Schedules**PRINCIPAL VI**

55-65 Teachers

<u>Combined Years of Experience</u>	<u>Schedule/ Pay Level</u>	<u>Monthly Salary</u>	<u>12 Mo. Salary</u>
0-16	0-18	\$3,608	\$43,296
17	0-19	3,680	44,160
18	0-20	3,754	45,048
19	0-21	3,829	45,948
20	0-22	3,906	46,872
21	0-23	3,984	47,808
22	0-24	4,064	48,768
23	0-25	4,145	49,740
24	0-26	4,228	50,736
25	0-27	4,313	51,756
26	0-28	4,399	52,788
27	0-29	4,487	53,844
28	0-30	4,577	54,924
29	0-31	4,669	56,028
30	0-32	4,762	57,144
31	0-33	4,857	58,284
32	0-34	4,954	59,448
33	0-35	5,053	60,636
34	0-36	5,154	61,848
35	0-37	5,257	63,084
36	0-38	5,362	64,344
37	0-39	5,469	65,628
38	0-40	5,578	66,936
39	0-41	5,690	68,280
40+	0-42	5,804	69,648

NOTES:

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

III. Principal Salary Schedules**PRINCIPAL VII**

66+ Teachers

Combined Years of Experience	Schedule/ Pay Level	Monthly Salary	12 Mo. Salary
0-17	0-20	\$3,754	\$45,048
18	0-21	3,829	45,948
19	0-22	3,906	46,872
20	0-23	3,984	47,808
21	0-24	4,064	48,768
22	0-25	4,145	49,740
23	0-26	4,228	50,736
24	0-27	4,313	51,756
25	0-28	4,399	52,788
26	0-29	4,487	53,844
27	0-30	4,577	54,924
28	0-31	4,669	56,028
29	0-32	4,762	57,144
30	0-33	4,857	58,284
31	0-34	4,954	59,448
32	0-35	5,053	60,636
33	0-36	5,154	61,848
34	0-37	5,257	63,084
35	0-38	5,362	64,344
36	0-39	5,469	65,628
37	0-40	5,578	66,936
38	0-41	5,690	68,280
39	0-42	5,804	69,648
40	0-43	5,920	71,040
41+	0-44	6,038	72,456

NOTES:

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

IV. SCHOOL BASED ADMINISTRATORS

Years of Experience	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66+)
0								
1								
2								
3								
4	\$2,576							
5	2,627							
6	2,680							
7	2,734							
8	2,789	\$2,789						
9	2,845	2,845						
10	2,902	2,902	\$2,960					
11	2,960	2,960	3,019					
12	3,019	3,019	3,079	\$3,141				
13	3,079	3,079	3,141	3,204	\$3,268			
14	3,141	3,141	3,204	3,268	3,333	\$3,400		
15	3,204	3,204	3,268	3,333	3,400	3,468		
16	3,268	3,268	3,333	3,400	3,468	3,537	\$3,608	
17	3,333	3,333	3,400	3,468	3,537	3,608	3,680	\$3,754
18	3,400	3,400	3,468	3,537	3,608	3,680	3,754	3,829
19	3,468	3,468	3,537	3,608	3,680	3,754	3,829	3,906
20	3,537	3,537	3,608	3,680	3,754	3,829	3,906	3,984
21	3,608	3,608	3,680	3,754	3,829	3,906	3,984	4,064
22	3,680	3,680	3,754	3,829	3,906	3,984	4,064	4,145
23	3,754	3,754	3,829	3,906	3,984	4,064	4,145	4,228
24	3,829	3,829	3,906	3,984	4,064	4,145	4,228	4,313
25	3,906	3,906	3,984	4,064	4,145	4,228	4,313	4,399
26	3,984	3,984	4,064	4,145	4,228	4,313	4,399	4,487
27	4,064	4,064	4,145	4,228	4,313	4,399	4,487	4,577
28	4,145	4,145	4,228	4,313	4,399	4,487	4,577	4,669
29	4,228	4,228	4,313	4,399	4,487	4,577	4,669	4,762
30	4,313	4,313	4,399	4,487	4,577	4,669	4,762	4,857
31	4,399	4,399	4,487	4,577	4,669	4,762	4,857	4,954
32		4,487	4,577	4,669	4,762	4,857	4,954	5,053
33			4,669	4,762	4,857	4,954	5,053	5,154
34			4,762	4,857	4,954	5,053	5,154	5,257
35				4,954	5,053	5,154	5,257	5,362
36				5,053	5,154	5,257	5,362	5,469
37					5,257	5,362	5,469	5,578
38						5,469	5,578	5,690
39							5,690	5,804
40							5,804	5,920
41								6,038

NOTES:

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. See the individual school based administrators salary schedules for detailed information regarding effective dates.

V. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

28-DAY MONTH DAILY RATES					30-DAY MONTH DAILY RATES			31-DAY MONTH DAILY RATES		
SCHED/ PAY LEVEL	BASE SALARY	BASE CERT.	ADV. CERT.	DOC. CERT.	BASE CERT.	ADV. CERT.	DOC. CERT.	BASE CERT.	ADV. CERT.	DOC. CERT.
0-1	\$2,576	\$92.00	\$96.50	\$101.04	\$85.87	\$90.07	\$94.30	\$83.10	\$87.16	\$91.26
0-2	2,627	\$93.82	\$98.32	\$102.86	87.57	91.77	96.00	84.74	88.81	92.90
0-3	2,680	\$95.71	\$100.21	\$104.75	89.33	93.53	97.77	86.45	90.52	94.61
0-4	2,734	\$97.64	\$102.14	\$106.68	91.13	95.33	99.57	88.19	92.26	96.35
0-5	2,789	\$99.61	\$104.11	\$108.64	92.97	97.17	101.40	89.97	94.03	98.13
0-6	2,845	\$101.61	\$106.11	\$110.64	94.83	99.03	103.27	91.77	95.84	99.94
0-7	2,902	\$103.64	\$108.14	\$112.68	96.73	100.93	105.17	93.61	97.68	101.77
0-8	2,960	\$105.71	\$110.21	\$114.75	98.67	102.87	107.10	95.48	99.55	103.65
0-9	3,019	\$107.82	\$112.32	\$116.86	100.63	104.83	109.07	97.39	101.45	105.55
0-10	3,079	\$109.96	\$114.46	\$119.00	102.63	106.83	111.07	99.32	103.39	107.48
0-11	3,141	\$112.18	\$116.68	\$121.21	104.70	108.90	113.13	101.32	105.39	109.48
0-12	3,204	\$114.43	\$118.93	\$123.46	106.80	111.00	115.23	103.35	107.42	111.52
0-13	3,268	\$116.71	\$121.21	\$125.75	108.93	113.13	117.37	105.42	109.48	113.58
0-14	3,333	\$119.04	\$123.54	\$128.07	111.10	115.30	119.53	107.52	111.58	115.68
0-15	3,400	\$121.43	\$125.93	\$130.46	113.33	117.53	121.77	109.68	113.74	117.84
0-16	3,468	\$123.86	\$128.36	\$132.89	115.60	119.80	124.03	111.87	115.94	120.03
0-17	3,537	\$126.32	\$130.82	\$135.36	117.90	122.10	126.33	114.10	118.16	122.26
0-18	3,608	\$128.86	\$133.36	\$137.89	120.27	124.47	128.70	116.39	120.45	124.55
0-19	3,680	\$131.43	\$135.93	\$140.46	122.67	126.87	131.10	118.71	122.77	126.87
0-20	3,754	\$134.07	\$138.57	\$143.11	125.13	129.33	133.57	121.10	125.16	129.26
0-21	3,829	\$136.75	\$141.25	\$145.79	127.63	131.83	136.07	123.52	127.58	131.68
0-22	3,906	\$139.50	\$144.00	\$148.54	130.20	134.40	138.63	126.00	130.06	134.16

The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD.

The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

V. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

28-DAY MONTH DAILY RATES					30-DAY MONTH DAILY RATES			31-DAY MONTH DAILY RATES		
SCHED/ PAY LEVEL	BASE SALARY	BASE CERT.	ADV. CERT.	DOC. CERT.	BASE CERT.	ADV. CERT.	DOC. CERT.	BASE CERT.	ADV. CERT.	DOC. CERT.
0-23	\$3,984	\$142.29	\$146.79	\$151.32	\$132.80	\$137.00	\$141.23	\$128.52	\$132.58	\$136.68
0-24	4,064	\$145.14	\$149.64	\$154.18	135.47	139.67	143.90	131.10	135.16	139.26
0-25	4,145	\$148.04	\$152.54	\$157.07	138.17	142.37	146.60	133.71	137.77	141.87
0-26	4,228	\$151.00	\$155.50	\$160.04	140.93	145.13	149.37	136.39	140.45	144.55
0-27	4,313	\$154.04	\$158.54	\$163.07	143.77	147.97	152.20	139.13	143.19	147.29
0-28	4,399	\$157.11	\$161.61	\$166.14	146.63	150.83	155.07	141.90	145.97	150.06
0-29	4,487	\$160.25	\$164.75	\$169.29	149.57	153.77	158.00	144.74	148.81	152.90
0-30	4,577	\$163.46	\$167.96	\$172.50	152.57	156.77	161.00	147.65	151.71	155.81
0-31	4,669	\$166.75	\$171.25	\$175.79	155.63	159.83	164.07	150.61	154.68	158.77
0-32	4,762	\$170.07	\$174.57	\$179.11	158.73	162.93	167.17	153.61	157.68	161.77
0-33	4,857	\$173.46	\$177.96	\$182.50	161.90	166.10	170.33	156.68	160.74	164.84
0-34	4,954	\$176.93	\$181.43	\$185.96	165.13	169.33	173.57	159.81	163.87	167.97
0-35	5,053	\$180.46	\$184.96	\$189.50	168.43	172.63	176.87	163.00	167.06	171.16
0-36	5,154	\$184.07	\$188.57	\$193.11	171.80	176.00	180.23	166.26	170.32	174.42
0-37	5,257	\$187.75	\$192.25	\$196.79	175.23	179.43	183.67	169.58	173.65	177.74
0-38	5,362	\$191.50	\$196.00	\$200.54	178.73	182.93	187.17	172.97	177.03	181.13
0-39	5,469	\$195.32	\$199.82	\$204.36	182.30	186.50	190.73	176.42	180.48	184.58
0-40	5,578	\$199.21	\$203.71	\$208.25	185.93	190.13	194.37	179.94	184.00	188.10
0-41	5,690	\$203.21	\$207.71	\$212.25	189.67	193.87	198.10	183.55	187.61	191.71
0-42	5,804	\$207.29	\$211.79	\$216.32	193.47	197.67	201.90	187.23	191.29	195.39
0-43	5,920	\$211.43	\$215.93	\$220.46	197.33	201.53	205.77	190.97	195.03	199.13
0-44	6,038	\$215.64	\$220.14	\$224.68	201.27	205.47	209.70	194.77	198.84	202.94

The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD.

The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

Section E

Teachers and Student Support Services

I. Salary Determinations

**A. Using
1996-97
Salary
Schedules**

The years of experience salary schedules for teachers and student support personnel (see pages 51-53) are effective with the third pay period of the 1996-97 school year. However, individuals in year-round and block schedule schools will be paid from the 1996-97 schedules for their entire ten month contract, regardless of whether their first installment coincides with the third pay period.

Teachers and student support personnel working outside of their ten month contract will be paid from the 1995-96 salary schedules and their 1995-96 years of experience for the first two pay periods of the 1996-97 fiscal year. Examples of this group include: summer school teachers, eleven and twelve month teachers, and teachers working extended employment.

**B. Teachers
and Student
Support
Services**

Teachers and student support services personnel employed with the North Carolina Public School system are assigned a salary according to the license held, and years of experience on the license.

**1. Certified
teacher salary
at the highest
license level**

If a teacher holds at least one area beyond the "A" level (master's, advanced (sixth-year), or doctorate) in

- teaching,
- student support services, or
- curriculum instructional specialist/supervision ("SG" license)

that teacher's salary is certified at his or her highest level of license.

Rule: This rule applies even if the teacher is assigned to an area other than the one with the highest class level.

Exception: Certification at the "SG" or "G" level in ROTC and certain vocational areas which are not based on the completion of approved education programs do not qualify. Such areas are identified by a 5 as the second character in the licensure program code.

Continued on next page

I. Salary Determinations, Continued

2. Nonteaching "G" License Allowed	Effective July 1, 1993, the Division of Human Resource Management, Licensure Section, began authorizing the salary license on the class "G" teacher license for teachers who hold master's degrees that are not in teacher education.
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Application for "G" supplemental salary	Because assignments change from year to year, requests for placement on the "G" salary scale for teachers who hold a master's degree in a nonteaching education area must be made each school year to the Licensure Section using Form G - Request for Authorization of Graduate Salary.
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3. Advanced degree monthly supplement for teachers	A teacher who has earned an advanced or a doctoral license in a <u>teaching, student support services, or curriculum instructional specialist/supervision ("SG" license)</u> shall be paid an additional monthly supplement as noted on the state salary schedule for "G" classroom teachers.
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C. Reassignments to vocational position	When a classroom teacher is reassigned to • a vocational teaching position, and • has more years of experience (due to creditable work experience) in the vocational area of license than in the academic area
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placement on the salary schedule shall be in accordance with work experience granted in the vocational area.

If the teacher then returns to a regular classroom teaching position, he/she will be paid in accordance with their years of experience in the academic area.

**D.
Psychologists
and Speech-
Language
Pathologists**

Licensed psychologists and speech-language pathologists are paid on the school psychologist's and speech-language pathologist's scale according to the number of years on their license.

Continued on next page

I. Salary Determinations, Continued

**1. Psychologists
Advanced
Degree
Supplement**

A person holding an

- advanced psychologists license "AG," (license area 00026) or
- earned doctorate "DG,"

shall be paid an additional monthly supplement as noted on the state salary schedule for school psychologists.

**2. Speech-
Language
Pathologists
advanced
degree
supplement**

A person holding an

- advanced speech-language pathologist's license "AG," (license area 88082) or
- earned doctorate "DG,"

shall be paid an additional monthly supplement as noted on the state salary schedule for school psychologists and speech-language pathologists.

**3. Provisionally
licensed school
psychologists**

School psychologists who are

- provisionally licensed, and
- have not completed the sixth year education requirement

will be compensated on the master's degree "G" teacher salary schedule.

**4. Bachelor's
level licensed
speech-
language
pathologists**

Speech-language pathologists who have not completed their master's education requirement will be compensated on the bachelor's degree "A" teacher salary schedule.

**II. "A" CLASSROOM AND VOCATIONAL EDUCATION TEACHERS
A, V, VA, PV, PVA, OR SWA LICENSE**

YEARS OF EXPERIENCE	MONTHLY SALARY	10 MO. SALARY
0	\$2,133	\$21,330
1	2,175	21,750
2	2,218	22,180
3	2,306	23,060
4	2,353	23,530
5	2,401	24,010
6	2,450	24,500
7	2,499	24,990
8	2,548	25,480
9	2,598	25,980
10	2,650	26,500
11	2,703	27,030
12	2,757	27,570
13	2,812	28,120
14	2,868	28,680
15	2,925	29,250
16	2,983	29,830
17	3,043	30,430
18	3,104	31,040
19	3,167	31,670
20	3,230	32,300
21	3,294	32,940
22	3,359	33,590
23	3,426	34,260
24	3,495	34,950
25	3,565	35,650
26	3,636	36,360
27	3,709	37,090
28	3,783	37,830
29	3,859	38,590
30+	3,859	38,590

NOTE: The years of experience salary schedules for teachers and student support personnel are effective with the third pay period of the 1996-97 school year. However, individuals in year-round and block schedule schools will be paid from the 1996-97 schedules for their entire ten month contract, regardless of whether their first payment coincides with the third pay period.

**III. "G" CLASSROOM AND VOCATIONAL EDUCATION TEACHERS
G, VG, CG, OR SWG LICENSE
PROVISIONALLY LICENSED PSYCHOLOGISTS**

YEARS OF EXPERIENCE	MONTHLY SALARY	10 MO. SALARY
0	\$2,266	\$22,660
1	2,311	23,110
2	2,357	23,570
3	2,451	24,510
4	2,501	25,010
5	2,551	25,510
6	2,602	26,020
7	2,654	26,540
8	2,707	27,070
9	2,761	27,610
10	2,816	28,160
11	2,872	28,720
12	2,929	29,290
13	2,987	29,870
14	3,047	30,470
15	3,108	31,080
16	3,170	31,700
17	3,233	32,330
18	3,298	32,980
19	3,364	33,640
20	3,431	34,310
21	3,500	35,000
22	3,570	35,700
23	3,641	36,410
24	3,714	37,140
25	3,788	37,880
26	3,864	38,640
27	3,941	39,410
28	4,020	40,200
29	4,100	41,000
30+	4,100	41,000

NOTES:

1. ADD \$126 per month for an advanced teaching license.
2. ADD \$253 per month for an earned doctorate teaching license.
- 3) The years of experience salary schedules for teachers and student support personnel are effective with the third pay period of the 1996-97 school year. However, individuals in year-round and block schedule schools will be paid from the 1996-97 schedules for their entire ten month contract, regardless of whether their first installment coincides with the third pay period.

IV. SCHOOL PSYCHOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS

<u>YEARS OF EXPERIENCE</u>	<u>MONTHLY SALARY</u>	<u>10 MONTH SALARY</u>
0	\$2,551	\$25,510
1	2,602	26,020
2	2,654	26,540
3	2,707	27,070
4	2,761	27,610
5	2,816	28,160
6	2,872	28,720
7	2,929	29,290
8	2,987	29,870
9	3,047	30,470
10	3,108	31,080
11	3,170	31,700
12	3,233	32,330
13	3,298	32,980
14	3,364	33,640
15	3,431	34,310
16	3,500	35,000
17	3,570	35,700
18	3,641	36,410
19	3,714	37,140
20	3,788	37,880
21	3,864	38,640
22	3,941	39,410
23	4,020	40,200
24	4,100	41,000
25	4,182	41,820
26	4,266	42,660
27	4,351	43,510
28	4,438	44,380
29	4,527	45,270
30+	4,527	45,270

NOTES:

1. ADD \$126 per month for an advanced teaching license.
2. ADD \$253 per month for an earned doctorate teaching license.
- 3) The years of experience salary schedules for teachers and student support personnel are effective with the third pay period of the 1996-97 school year. However, individuals in **year-round** and **block schedule** schools will be paid from the 1996-97 schedules for their entire ten month contract, regardless of whether their first installment coincides with the third pay period.

V. DAILY RATES FOR "A" TEACHERS

<u>YEARS OF EXPERIENCE</u>	<u>BASE SALARY</u>	<u>28 DAY MONTH</u>	<u>30 DAY MONTH</u>	<u>31 DAY MONTH</u>
0	\$2,133	\$76.18	\$71.10	\$68.81
1	2,175	77.68	72.50	70.16
2	2,218	79.21	73.93	71.55
3	2,306	82.36	76.87	74.39
4	2,353	84.04	78.43	75.90
5	2,401	85.75	80.03	77.45
6	2,450	87.50	81.67	79.03
7	2,499	89.25	83.30	80.61
8	2,548	91.00	84.93	82.19
9	2,598	92.79	86.60	83.81
10	2,650	94.64	88.33	85.48
11	2,703	96.54	90.10	87.19
12	2,757	98.46	91.90	88.94
13	2,812	100.43	93.73	90.71
14	2,868	102.43	95.60	92.52
15	2,925	104.46	97.50	94.35
16	2,983	106.54	99.43	96.23
17	3,043	108.68	101.43	98.16
18	3,104	110.86	103.47	100.13
19	3,167	113.11	105.57	102.16
20	3,230	115.36	107.67	104.19
21	3,294	117.64	109.80	106.26
22	3,359	119.96	111.97	108.35
23	3,426	122.36	114.20	110.52
24	3,495	124.82	116.50	112.74
25	3,565	127.32	118.83	115.00
26	3,636	129.86	121.20	117.29
27	3,709	132.46	123.63	119.65
28	3,783	135.11	126.10	122.03
29	3,859	137.82	128.63	124.48
30+	3,859	137.82	128.63	124.48

NOTES:

1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

2) This schedule is based upon the 'A' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

V. DAILY RATES FOR "G" TEACHERS

<u>YEARS OF EXPERIENCE</u>	<u>BASE SALARY</u>	<u>28 DAY MONTH</u>	<u>30 DAY MONTH</u>	<u>31 DAY MONTH</u>
0	\$2,266	\$80.93	\$75.53	\$73.10
1	2,311	82.54	77.03	74.55
2	2,357	84.18	78.57	76.03
3	2,451	87.54	81.70	79.06
4	2,501	89.32	83.37	80.68
5	2,551	91.11	85.03	82.29
6	2,602	92.93	86.73	83.94
7	2,654	94.79	88.47	85.61
8	2,707	96.68	90.23	87.32
9	2,761	98.61	92.03	89.06
10	2,816	100.57	93.87	90.84
11	2,872	102.57	95.73	92.65
12	2,929	104.61	97.63	94.48
13	2,987	106.68	99.57	96.35
14	3,047	108.82	101.57	98.29
15	3,108	111.00	103.60	100.26
16	3,170	113.21	105.67	102.26
17	3,233	115.46	107.77	104.29
18	3,298	117.79	109.93	106.39
19	3,364	120.14	112.13	108.52
20	3,431	122.54	114.37	110.68
21	3,500	125.00	116.67	112.90
22	3,570	127.50	119.00	115.16
23	3,641	130.04	121.37	117.45
24	3,714	132.64	123.80	119.81
25	3,788	135.29	126.27	122.19
26	3,864	138.00	128.80	124.65
27	3,941	140.75	131.37	127.13
28	4,020	143.57	134.00	129.68
29	4,100	146.43	136.67	132.26
30+	4,100	146.43	136.67	132.26

NOTES:

1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

2) This schedule is based upon the 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

V. DAILY RATES FOR ADVANCED TEACHERS

<u>YEARS OF EXPERIENCE</u>	<u>BASE SALARY</u>	<u>28 DAY MONTH</u>	<u>30 DAY MONTH</u>	<u>31 DAY MONTH</u>
0	\$2,392	\$85.43	\$79.73	\$77.16
1	2,437	87.04	81.23	78.61
2	2,483	88.68	82.77	80.10
3	2,577	92.04	85.90	83.13
4	2,627	93.82	87.57	84.74
5	2,677	95.61	89.23	86.35
6	2,728	97.43	90.93	88.00
7	2,780	99.29	92.67	89.68
8	2,833	101.18	94.43	91.39
9	2,887	103.11	96.23	93.13
10	2,942	105.07	98.07	94.90
11	2,998	107.07	99.93	96.71
12	3,055	109.11	101.83	98.55
13	3,113	111.18	103.77	100.42
14	3,173	113.32	105.77	102.35
15	3,234	115.50	107.80	104.32
16	3,296	117.71	109.87	106.32
17	3,359	119.96	111.97	108.35
18	3,424	122.29	114.13	110.45
19	3,490	124.64	116.33	112.58
20	3,557	127.04	118.57	114.74
21	3,626	129.50	120.87	116.97
22	3,696	132.00	123.20	119.23
23	3,767	134.54	125.57	121.52
24	3,840	137.14	128.00	123.87
25	3,914	139.79	130.47	126.26
26	3,990	142.50	133.00	128.71
27	4,067	145.25	135.57	131.19
28	4,146	148.07	138.20	133.74
29	4,226	150.93	140.87	136.32
30+	4,226	150.93	140.87	136.32

NOTES:

- 1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.
- 2) This schedule is based upon the 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

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V. DAILY RATES FOR DOCTORATE TEACHERS

<u>YEARS OF EXPERIENCE</u>	<u>BASE SALARY</u>	<u>28 DAY MONTH</u>	<u>30 DAY MONTH</u>	<u>31 DAY MONTH</u>
0	\$2,519	\$89.96	\$83.97	\$81.26
1	2,564	91.57	85.47	82.71
2	2,610	93.21	87.00	84.19
3	2,704	96.57	90.13	87.23
4	2,754	98.36	91.80	88.84
5	2,804	100.14	93.47	90.45
6	2,855	101.96	95.17	92.10
7	2,907	103.82	96.90	93.77
8	2,960	105.71	98.67	95.48
9	3,014	107.64	100.47	97.23
10	3,069	109.61	102.30	99.00
11	3,125	111.61	104.17	100.81
12	3,182	113.64	106.07	102.65
13	3,240	115.71	108.00	104.52
14	3,300	117.86	110.00	106.45
15	3,361	120.04	112.03	108.42
16	3,423	122.25	114.10	110.42
17	3,486	124.50	116.20	112.45
18	3,551	126.82	118.37	114.55
19	3,617	129.18	120.57	116.68
20	3,684	131.57	122.80	118.84
21	3,753	134.04	125.10	121.06
22	3,823	136.54	127.43	123.32
23	3,894	139.07	129.80	125.61
24	3,967	141.68	132.23	127.97
25	4,041	144.32	134.70	130.35
26	4,117	147.04	137.23	132.81
27	4,194	149.79	139.80	135.29
28	4,273	152.61	142.43	137.84
29	4,353	155.46	145.10	140.42
30+	4,353	155.46	145.10	140.42

NOTES:

- 1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.
- 2) This schedule is based upon the 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

V. DAILY RATES FOR SCHOOL PSYCHOLOGISTS and SPEECH-LANGUAGE PATHOLOGISTS

YEARS OF EXPERIENCE	BASE SALARY	28 DAY MONTH	30 DAY MONTH	31 DAY MONTH
0	\$2,551	\$91.11	\$85.03	\$82.29
1	2,602	92.93	86.73	83.94
2	2,654	94.79	88.47	85.61
3	2,707	96.68	90.23	87.32
4	2,761	98.61	92.03	89.06
5	2,816	100.57	93.87	90.84
6	2,872	102.57	95.73	92.65
7	2,929	104.61	97.63	94.48
8	2,987	106.68	99.57	96.35
9	3,047	108.82	101.57	98.29
10	3,108	111.00	103.60	100.26
11	3,170	113.21	105.67	102.26
12	3,233	115.46	107.77	104.29
13	3,298	117.79	109.93	106.39
14	3,364	120.14	112.13	108.52
15	3,431	122.54	114.37	110.68
16	3,500	125.00	116.67	112.90
17	3,570	127.50	119.00	115.16
18	3,641	130.04	121.37	117.45
19	3,714	132.64	123.80	119.81
20	3,788	135.29	126.27	122.19
21	3,864	138.00	128.80	124.65
22	3,941	140.75	131.37	127.13
23	4,020	143.57	134.00	129.68
24	4,100	146.43	136.67	132.26
25	4,182	149.36	139.40	134.90
26	4,266	152.36	142.20	137.61
27	4,351	155.39	145.03	140.35
28	4,438	158.50	147.93	143.16
29	4,527	161.68	150.90	146.03
30+	4,527	161.68	150.90	146.03

NOTES:

- 1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.
- 2) This schedule is based upon the School Psychologists and Speech-Language Pathologists Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

**V. DAILY RATES FOR SCHOOL PSYCHOLOGISTS
and SPEECH-LANGUAGE PATHOLOGISTS SIX-YEAR DEGREE**

YEARS OF EXPERIENCE	BASE SALARY	28 DAY MONTH	30 DAY MONTH	31 DAY MONTH
0	\$2,677	\$95.61	\$89.23	\$86.35
1	2,728	97.43	90.93	88.00
2	2,780	99.29	92.67	89.68
3	2,833	101.18	94.43	91.39
4	2,887	103.11	96.23	93.13
5	2,942	105.07	98.07	94.90
6	2,998	107.07	99.93	96.71
7	3,055	109.11	101.83	98.55
8	3,113	111.18	103.77	100.42
9	3,173	113.32	105.77	102.35
10	3,234	115.50	107.80	104.32
11	3,296	117.71	109.87	106.32
12	3,359	119.96	111.97	108.35
13	3,424	122.29	114.13	110.45
14	3,490	124.64	116.33	112.58
15	3,557	127.04	118.57	114.74
16	3,626	129.50	120.87	116.97
17	3,696	132.00	123.20	119.23
18	3,767	134.54	125.57	121.52
19	3,840	137.14	128.00	123.87
20	3,914	139.79	130.47	126.26
21	3,990	142.50	133.00	128.71
22	4,067	145.25	135.57	131.19
23	4,146	148.07	138.20	133.74
24	4,226	150.93	140.87	136.32
25	4,308	153.86	143.60	138.97
26	4,392	156.86	146.40	141.68
27	4,477	159.89	149.23	144.42
28	4,564	163.00	152.13	147.23
29	4,653	166.18	155.10	150.10
30+	4,653	166.18	155.10	150.10

NOTES: 1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

2) This schedule is based upon the School Psychologists and Speech-Language Pathologists Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

**V. DAILY RATES FOR SCHOOL PSYCHOLOGIST
and SPEECH-LANGUAGE PATHOLOGISTS DOCTORAL DEGREE**

<u>YEARS OF EXPERIENCE</u>	<u>BASE SALARY</u>	<u>28 DAY MONTH</u>	<u>30 DAY MONTH</u>	<u>31 DAY MONTH</u>
0	\$2,804	\$100.14	\$93.47	\$90.45
1	2,855	101.96	95.17	92.10
2	2,907	103.82	96.90	93.77
3	2,960	105.71	98.67	95.48
4	3,014	107.64	100.47	97.23
5	3,069	109.61	102.30	99.00
6	3,125	111.61	104.17	100.81
7	3,182	113.64	106.07	102.65
8	3,240	115.71	108.00	104.52
9	3,300	117.86	110.00	106.45
10	3,361	120.04	112.03	108.42
11	3,423	122.25	114.10	110.42
12	3,486	124.50	116.20	112.45
13	3,551	126.82	118.37	114.55
14	3,617	129.18	120.57	116.68
15	3,684	131.57	122.80	118.84
16	3,753	134.04	125.10	121.06
17	3,823	136.54	127.43	123.32
18	3,894	139.07	129.80	125.61
19	3,967	141.68	132.23	127.97
20	4,041	144.32	134.70	130.35
21	4,117	147.04	137.23	132.81
22	4,194	149.79	139.80	135.29
23	4,273	152.61	142.43	137.84
24	4,353	155.46	145.10	140.42
25	4,435	158.39	147.83	143.06
26	4,519	161.39	150.63	145.77
27	4,604	164.43	153.47	148.52
28	4,691	167.54	156.37	151.32
29	4,780	170.71	159.33	154.19
30+	4,780	170.71	159.33	154.19

NOTES: 1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

2) This schedule is based upon the School Psychologists and Speech-Language Pathologists Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

VI. 12 MONTH INSTALLMENT RATE CHART FOR TEACHERS

YEARS OF EXPERIENCE	"A" License MONTHLY RATE		"G" License MONTHLY RATE	
	10 MONTH	12 INSTAL.	10 MONTH	12 INSTAL.
0	\$2,133	\$1,777.50	\$2,266	\$1,888.33
1	2,175	1,812.50	2,311	1,925.83
2	2,218	1,848.33	2,357	1,964.17
3	2,306	1,921.67	2,451	2,042.50
4	2,353	1,960.83	2,501	2,084.17
5	2,401	2,000.83	2,551	2,125.83
6	2,450	2,041.67	2,602	2,168.33
7	2,499	2,082.50	2,654	2,211.67
8	2,548	2,123.33	2,707	2,255.83
9	2,598	2,165.00	2,761	2,300.83
10	2,650	2,208.33	2,816	2,346.67
11	2,703	2,252.50	2,872	2,393.33
12	2,757	2,297.50	2,929	2,440.83
13	2,812	2,343.33	2,987	2,489.17
14	2,868	2,390.00	3,047	2,539.17
15	2,925	2,437.50	3,108	2,590.00
16	2,983	2,485.83	3,170	2,641.67
17	3,043	2,535.83	3,233	2,694.17
18	3,104	2,586.67	3,298	2,748.33
19	3,167	2,639.17	3,364	2,803.33
20	3,230	2,691.67	3,431	2,859.17
21	3,294	2,745.00	3,500	2,916.67
22	3,359	2,799.17	3,570	2,975.00
23	3,426	2,855.00	3,641	3,034.17
24	3,495	2,912.50	3,714	3,095.00
25	3,565	2,970.83	3,788	3,156.67
26	3,636	3,030.00	3,864	3,220.00
27	3,709	3,090.83	3,941	3,284.17
28	3,783	3,152.50	4,020	3,350.00
29	3,859	3,215.83	4,100	3,416.67
30+	3,859	3,215.83	4,100	3,416.67

NOTE: This schedule is based upon the 'A' and 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

VI. 12 MONTH INSTALLMENT RATE CHART FOR TEACHERS

YEARS OF EXPERIENCE	Advanced License MONTHLY RATE		Doctorate License MONTHLY RATE	
	10 MONTH	12 INSTAL.	10 MONTH	12 INSTAL.
0	\$2,392	\$1,993.33	\$2,519	\$2,099.17
1	2,437	2,030.83	2,564	2,136.67
2	2,483	2,069.17	2,610	2,175.00
3	2,577	2,147.50	2,704	2,253.33
4	2,627	2,189.17	2,754	2,295.00
5	2,677	2,230.83	2,804	2,336.67
6	2,728	2,273.33	2,855	2,379.17
7	2,780	2,316.67	2,907	2,422.50
8	2,833	2,360.83	2,960	2,466.67
9	2,887	2,405.83	3,014	2,511.67
10	2,942	2,451.67	3,069	2,557.50
11	2,998	2,498.33	3,125	2,604.17
12	3,055	2,545.83	3,182	2,651.67
13	3,113	2,594.17	3,240	2,700.00
14	3,173	2,644.17	3,300	2,750.00
15	3,234	2,695.00	3,361	2,800.83
16	3,296	2,746.67	3,423	2,852.50
17	3,359	2,799.17	3,486	2,905.00
18	3,424	2,853.33	3,551	2,959.17
19	3,490	2,908.33	3,617	3,014.17
20	3,557	2,964.17	3,684	3,070.00
21	3,626	3,021.67	3,753	3,127.50
22	3,696	3,080.00	3,823	3,185.83
23	3,767	3,139.17	3,894	3,245.00
24	3,840	3,200.00	3,967	3,305.83
25	3,914	3,261.67	4,041	3,367.50
26	3,990	3,325.00	4,117	3,430.83
27	4,067	3,389.17	4,194	3,495.00
28	4,146	3,455.00	4,273	3,560.83
29	4,226	3,521.67	4,353	3,627.50
30+	4,226	3,521.67	4,353	3,627.50

NOTE: This schedule is based upon the 'A' and 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

Section F

Noncertified Personnel

I. Salary Determinations

**A. Using
1996-97
Salary Ranges**

The salary ranges for noncertified personnel (see pages 65-72) are effective with the third pay period of the 1996-97 school year. Individuals whose work occurs exclusively during the ten month school year will be paid from the 1996-97 ranges for their entire ten month term regardless of whether that term begins on or before the third pay period.

Eleven and twelve month personnel will be paid at their 1995-96 salary for the first two pay periods of the 1996-97 school year.

**B.
Noncertified
Personnel**

Noncertified personnel must be paid within the salary range for their job classification.

Exception

School nurses with national certification are paid according to years of experience in nursing. Salary assignment and verification of nursing experience are calculated at the local level.

Definition: See pages 7-9 in the General Provisions.

Schedule: See page 73 for the nationally certified school nurses salary schedule.

**C. New Class
Specifications**

Effective July 1, 1996, new recommended class specifications have been approved by the State Board of Education. The salary schedules on pages 65-72 reflect these new specifications. In those instances where the class specifications state "Salary Based on ADM," or "Salary Based on Number of Sites/Programs Supervised," the salary grades are the same as in the July 1, 1995, Public School Personnel State Salary Schedule.

Continued on next page

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I. Salary Determinations, Continued

1. Major Pay Grade Changes

	1995-96 Salary Grade	1996-97 Salary Grade
Teacher Assistant	53	56 (See Item 2. below)
School Nurse (without national certification)	67	68
Therapeutic Recreation Specialist	66	67
Orientation and Mobility Specialist	67	68

2. Implementing Pay Grade Changes

Teacher assistants must be paid at least at the minimum of salary grade 54 (\$1,227.69 per month) for the 1996-97 school year. Additional step increases will not be adopted by the state board until legislative funding is received.

Other positions with salary grade increases are to be implemented on a funds available basis.

D. Workweek

Salaries for all classifications of noncertified personnel are based on a 40-hour workweek (excluding teacher assistants). The monthly salary for standard workweeks of less than 40 hours must be prorated accordingly.

II. CHILD NUTRITION PERSONNEL

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Child Nutrition Assistant			
I	50	1,133.14	1,644.58
II	52	1,150.93	1,781.92
III	54	1,227.69	1,928.25
IV	55	1,276.83	2,003.33
Child Nutrition Manager			
I	55	1,276.83	2,003.33
II	56	1,327.96	2,088.67
III	57	1,379.25	2,178.67
IV	58	1,431.58	2,270.83
Child Nutrition Supervisor & Child Nutrition Director I			
I	61	1,613.83	2,581.17
II	64	1,817.67	2,932.92
III	68	2,144.25	3,517.83
IV	72	2,541.00	4,216.83

Rule: Noncertified salaries are based on a 40 hour workweek.

Exception: Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

II. CHILD NUTRITION PERSONNEL, continued

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Child Nutrition Supervisor & Director I			
I	61	1,613.83	2,581.17
II	67	2,057.67	3,358.67
III	68	2,144.25	3,517.83
IV	72	2,541.00	4,216.83
Child Nutrition Director II (bachelor's degree)			
III		2,225.00	3,519.00
IV		2,636.00	4,219.00
Child Nutrition Director II (advanced degree)		3,000.00	4,562.00

Rule: Noncertified salaries are based on a 40 hour workweek.

Exception: Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

II. CURRICULUM SUPPORT

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Braillist	59	1,489.08	2,367.75
Educational Interpreter	59	1,489.08	2,367.75
Exceptional Children Data Manager	63	1,747.25	2,807.17
Occupational Therapist	76	3,033.83	5,073.75
Occupational Therapist Assistant	64	1,817.67	2,932.92
Orientation and Mobility Specialist	68	2,144.25	3,517.83
Parent Counselor-Trainer	63	1,747.25	2,807.17
Physcial Therapist	76	3,033.83	5,073.75
Physical Therapist Assistant	64	1,817.67	2,932.92
School Health Assistant	52	1,150.93	1,781.92
School Nurse (Not Holding National Certification)	68	2,144.25	3,517.83
Teacher Assistant	54	1,227.69	1,928.25
Technology Assistant	61	1,613.83	2,581.17
Therapeutic Recreation Spec.	67	2,057.67	3,358.67
Vocational Technical Assistant	54	1,227.69	1,928.25

Rule: Noncertified salaries are based on a 40 hour workweek.

Exception: Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

II. MAINTENANCE PERSONNEL

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Cabinet Maker	61	1,613.83	2,581.17
Carpenter I	57	1,379.25	2,178.67
Carpenter II	61	1,613.83	2,581.17
Carpentry Crew Leader	63	1,747.25	2,807.17
Carpenter Supervisor	65	1,891.33	3,069.08
Custodian I	50	1,133.14	1,644.58
Custodian II	51	1,141.96	1,711.42
Custodian Crew Leader	52	1,150.93	1,781.92
Custodian Supervisor I	56	1,327.96	2,088.67
Custodian Supervisor II	58	1,431.58	2,270.83
Custodian Supervisor III	60	1,548.83	2,472.83
Electrician I	59	1,489.08	2,367.75
Electrician II	63	1,747.25	2,807.17
Electrician Crew Leader	64	1,817.67	2,932.92
Electrician Supervisor I	66	1,971.33	3,208.58
Electrician Supervisor II	68	2,144.25	3,517.83
Electronic Technician I	64	1,817.67	2,932.92
Electronic Technician II	67	2,057.67	3,358.67
Floor Maintenance Assistant I	53	1,182.91	1,852.25
Floor Maintenance Assistant II	55	1,276.83	2,003.33
Floor Maintenance Crew Leader	56	1,327.96	2,088.67
Floor Maintenance Supervisor	62	1,678.00	2,690.83
Glazier	60	1,548.83	2,472.83
Grounds Keeper I	56	1,327.96	2,088.67
Grounds Keeper II	58	1,431.58	2,270.83
Grounds Crew Leader	59	1,489.08	2,367.75

II. MAINTENANCE PERSONNEL, continued

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Grounds Supervisor I	63	1,747.25	2,807.17
Grounds Supervisor II	65	1,891.33	3,069.08
HVAC Mechanic I	65	1,891.33	3,069.08
HVAC Mechanic II	67	2,057.67	3,358.67
HVAC Supervisor	69	2,235.83	3,680.42
Laborer	50	1,133.14	1,644.58
Locksmith	62	1,678.00	2,690.83
Machine Operator	57	1,379.25	2,178.67
Maintenance Supervisor/Director			
I	65	1,891.33	3,069.08
II	66	1,971.33	3,208.58
III	68	2,144.25	3,517.83
IV	70	2,337.33	3,853.50
V	70	2,337.33	3,853.50
VI	72	2,541.00	4,216.83
VII	74	2,772.42	4,626.17
VIII	76	3,033.83	5,073.75
IX	77	3,178.92	5,313.67
X	78	3,325.08	5,568.50
Mason	63	1,747.25	2,807.17
Painter I	59	1,489.08	2,367.75

Rule: Noncertified salaries are based on a 40 hour workweek.

Exception: Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

II. MAINTENANCE PERSONNEL, continued

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Painter II	61	1,613.83	2,581.17
Painter Crew Leader	62	1,678.00	2,690.83
Plasterer I	63	1,747.25	2,807.17
Plasterer Crew Leader	65	1,891.33	3,069.08
Plumber I	59	1,489.08	2,367.75
Plumber II	63	1,747.25	2,807.17
Plumber Crew Leader	64	1,817.67	2,932.92
Refrigeration Mechanic	61	1,613.83	2,581.17
Roofer	61	1,613.83	2,581.17
Warehouse Manager I	61	1,613.83	2,581.17
Warehouse Manager II	63	1,747.25	2,807.17
Waste Water Plant Operator I	57	1,379.25	2,178.67
Waste Water Plant Operator II	62	1,678.00	2,690.83
Waste Water Plant Operator III	70	2,337.33	3,853.50
Welder I	61	1,613.83	2,581.17
Welder II	63	1,747.25	2,807.17
Welder Crew Leader	65	1,891.33	3,069.08

Rule: Noncertified salaries are based on a 40 hour workweek.

Exception: Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

II. OFFICE SUPPORT PERSONNEL

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Office Support I	55	\$1,276.83	\$2,003.33
Office Support II	57	1,379.25	2,178.67
Office Support III	59	1,489.08	2,367.75
Office Support IV	61	1,613.83	2,581.17
Office Support V	63	1,747.25	2,807.17

Rule: Noncertified salaries are based on a 40 hour workweek.

Exception: Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

II. TRANSPORTATION PERSONNEL

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Bus Driver	51	\$1,141.96	\$1,711.42
Transportation Safety Assistant	50	1,133.14	1,644.58
Transportation Mechanic			
I	59	1,489.08	2,367.75
II	63	1,747.25	2,807.17
III	65	1,891.33	3,069.08
Transportation Supervisor	67	2,057.67	3,358.67
Transportation Director			
I	66	1,971.33	3,208.58
II	66	1,971.33	3,208.58
III	68	2,144.25	3,517.83
IV	71	2,437.50	4,030.92
V	71	2,437.50	4,030.92
VI	72	2,541.00	4,216.83
VII	74	2,772.42	4,626.17
VIII	76	3,033.83	5,073.75
IX	77	3,178.92	5,313.67
X	78	3,325.08	5,568.50
Vehicle Operator	53	1,182.91	1,852.25

Rule: Noncertified salaries are based on a 40 hour workweek.

Exception: Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

III. SCHOOL NURSE NATIONAL CERTIFICATION

<u>YEARS OF EXPERIENCE</u>	<u>MONTHLY SALARY</u>	<u>10 MO. SALARY</u>
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0	\$2,139	\$21,392
1	2,181	\$21,810
2	2,225	\$22,250
3	2,270	\$22,700
4	2,315	\$23,150
5	2,361	\$23,610
6	2,408	\$24,080
7	2,456	\$24,560
8	2,505	\$25,050
9	2,555	\$25,550
10	2,606	\$26,060
11	2,659	\$26,590
12	2,712	\$27,120
13	2,766	\$27,660
14	2,822	\$28,220
15	2,878	\$28,780
16	2,936	\$29,360
17	2,994	\$29,940
18	3,054	\$30,540
19	3,115	\$31,150
20	3,177	\$31,770
21	3,241	\$32,410
22	3,306	\$33,060
23	3,372	\$33,720
24	3,439	\$34,390
25	3,508	\$35,080
26	3,578	\$35,780
27	3,649	\$36,490
28	3,722	\$37,220
29	3,796	\$37,960
30+	3,796	\$37,960

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